

ARTICLE 21: HOLIDAYS

The Employer will pay employees eight (8) hours pay at their regular rate of pay, subject to eligibility, for the Holiday.

Designated holidays shall be the same as those offered to non-represented Laboratory employees. If a designated holiday is rescinded for non-represented employees; the Employer agrees to meet and confer with the SPOA on such rescission.

Each employee covered by this Agreement shall receive eight (8) hours pay at his/her regular straight time base rate for each said holiday when not worked, provided he/she meets all of the following eligibility requirements:

a. The eligible employee must work the last regularly scheduled work day the day before the holiday and the work day after the holiday unless excused by the employer. Employees scheduled to work on a designated holiday, and who call in sick shall be charged eight (8) hours of sick leave and will not be eligible for holiday pay for that holiday.

b. When a holiday falls on an employee's regularly scheduled day off, the employee shall be paid eight (8) hours at his/her base rate.

c. When an employee who is otherwise eligible for holiday pay and who is scheduled to work on a holiday, he/she shall receive eight (8) hours at his/her base rate plus a rate of one and one-half times the employee's regular base rate for all hours actually worked.

d. Holiday pay will count as time worked for determining eligibility for overtime pay. In addition, voting time, Laboratory-related health checks, blood donations, search and rescue work and work-related travel are treated as time worked for determining eligibility for overtime pay.